

Memorandum

TO: Oakland Oversight Board

FROM: Laurie N. Gustafson, Board Counsel **OFFICE:** San Francisco

DATE: July 25, 2013

RE: Legal Activities and Fees – Agenda Item #6
Sedgwick LLP's Diversity Information

As of July 25, 2013, our legal fees for July 2013 are approximately \$8,000. The work in July relates to the following matters: Review and analyze the proposed Long Term Property Management Plan and prepare a brief memorandum regarding the proposed Plan; prepare for and attend the July 15, 2013 Oversight Board Meeting; review and analyze the staff reports and proposed Board Resolutions on (1) the proposed Bond Expenditure Agreement between the Oakland Redevelopment Successor Agency and the City of Oakland and (2) the Loan Indebtedness of the Successor Agency to the City of Oakland for the West Oakland Redevelopment Project; and prepare a short memorandum regarding those proposed actions.

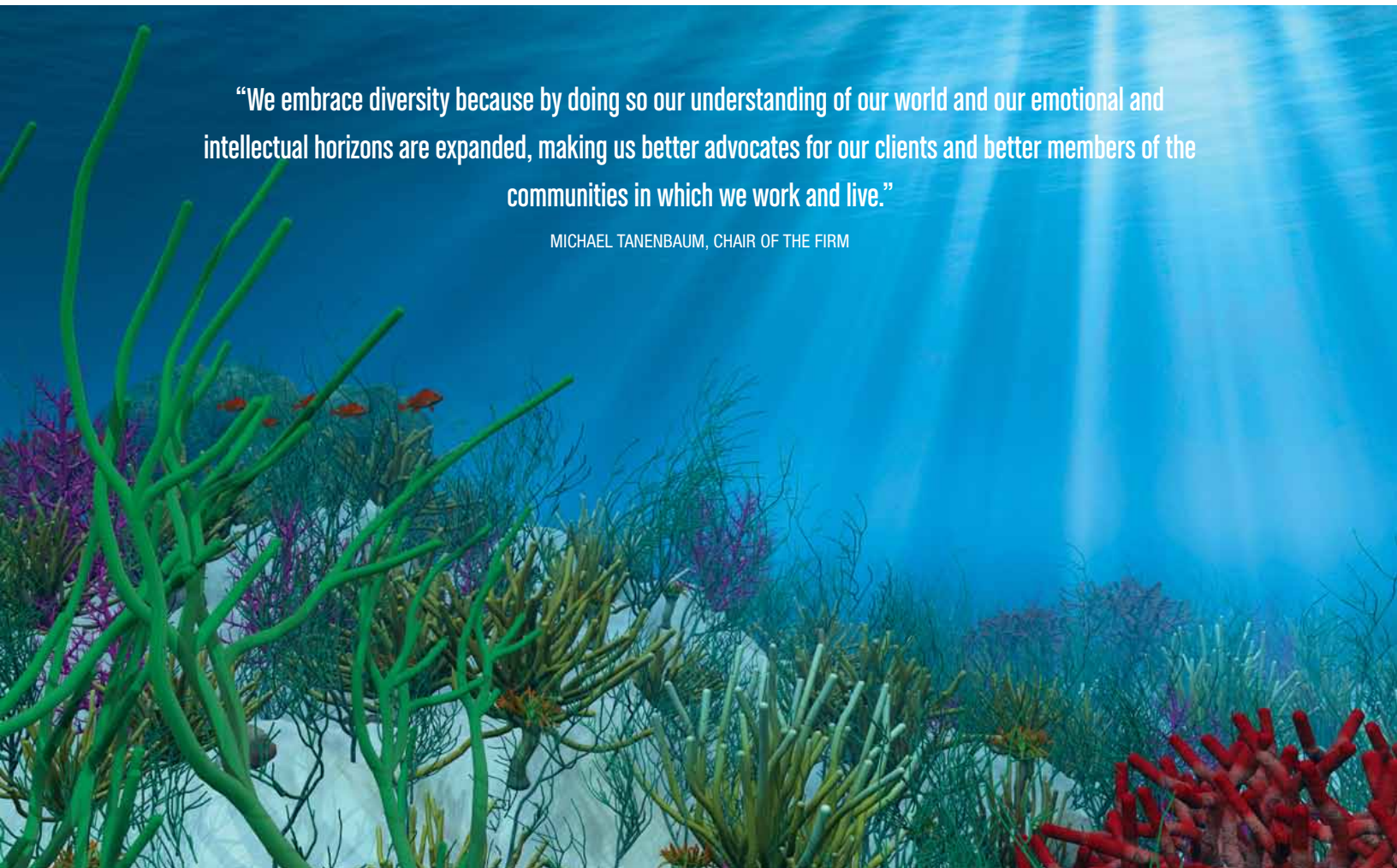
At this time, we do not anticipate any work in August due to the summer break. To date, the only item on the agenda for the next Board Meeting, scheduled for September 23, 2013, is the ROPS 13-14B, so the legal activities and fees in September should be relatively small.

As a follow-up to the question raised at the last Board meeting, I have attached a copy of Sedgwick LLP's Annual Report on Inclusion and Diversity. In addition, Sedgwick was just ranked 30th on the national "Diversity Scorecard" – out of the 250 largest firms in the country. This is the third year in a row that Sedgwick's ranking has gone up, reflecting the firm's ongoing commitment to foster an environment of inclusion and diversity.

Promoting and Preserving Inclusion and Diversity Annual Report

“We embrace diversity because by doing so our understanding of our world and our emotional and intellectual horizons are expanded, making us better advocates for our clients and better members of the communities in which we work and live.”

MICHAEL TANENBAUM, CHAIR OF THE FIRM



AT SEDGWICK, WE BELIEVE THAT LAWYERS WHO WORK IN A DIVERSE ENVIRONMENT HAVE an advantage over their counterparts who do not because they are able to benefit from the unique perspectives offered by attorneys from different backgrounds. Although so much of an attorney's work is conducted alone, characterized by meticulous research and thoughtful written analysis, a significant part of what lawyers do requires the input of other lawyers and legal professionals. Having divergent views to consider improves the final work product we provide to our clients. Similarly, for the vast number of trial lawyers at our firm, it is vital that they understand and can communicate with witnesses, jurors and judges who may come from various backgrounds and perspectives. Our bench of diverse trial attorneys enables Sedgwick to provide more effective representation to our clients inside the courtroom and the inclusive atmosphere of our firm helps us to attract and retain diverse talent.



“Sedgwick is a trial law firm. At our core, what we do is all about people and how they think and process information. Sedgwick prides itself on the cultural diversity in our law firm that provides different viewpoints in resolving matters for our clients. Diversity accelerates innovative outcomes.”

TANYA LAWSON
CO-CHAIR, INCLUSION AND
DIVERSITY COMMITTEE



Natural Leaders

Many Sedgwick attorneys hold leadership positions in organizations that advance diversity in the legal profession. Examples include:

- ABA's Commission on Sexual Orientation and Gender Identity
- ABA TIPS Committee on Diversity in the Profession
- Asian Business League of San Francisco
- Asian Pacific Interest Section of the State Bar of Texas
- Bay Area Lawyers for Individual Freedom
- Chicago Committee on Minorities in Large Law Firms
- Dallas Asian American Bar Association
- Filipino Bar Association of Northern California
- Gay & Lesbian Alliance Against Defamation, National Board of Directors
- Girls Inc. of Orange County
- Hispanic National Bar Association
- Lesbian & Gay Lawyers Association
- Los Angeles County Bar Association's Diversity in the Profession Sub-Committee
- San Francisco La Raza Lawyers Association
- Service Members Legal Defense Network, Lawyers for Human Rights
- South Florida Asian Pacific American Bar Association
- State Bar of Texas' Racial Diversity in the Profession

37

Rank on *The American Lawyer's* 2012 Diversity Scorecard of the 200 largest law firms. Advanced two spots from 2011 (39 to 37).

SEDGWICK SHINES

■
Recipient of the Drucilla Stender Ramey Majority-Owned Law Firm Award by the California Minority Counsel Program

■
Recipient of the California State Bar Diversity Award

■
Perfect score on the Human Rights Campaign's Corporate Equality Index

■
“Gold Standard Certification” from the Women in Law Empowerment Forum

Treasure Hunting

Throughout 2012, Sedgwick attorneys participated in numerous career fairs, educational programs and workshops to recruit and prepare diverse law students for their future legal careers. Events included:

- Asian Pacific Law Student Association Annual Speed Networking Event
- Bar Association of San Francisco's "Destination Law School"
- Bay Area Diversity Career Fair
- Bay Area Lawyers for Individual Freedom's "Career Workshop"
- Bay Area Legal Recruitment Association's Diversity Speed Networking Event & Reception
- Caribbean Bar Association Dinner/ Internship Program
- Council on Legal Education Opportunities Annual Career Fair
- Lavender Law (National LGBT Bar Association Career Fair & Conference)
- Los Angeles Legal Recruitment Association's Diversity Networking Event & Reception
- Northern California La Raza Students Coalition Career Fair
- Northeast Region National Black Law Students Association Career Fair
- South Florida Asian Pacific American Bar Association
- Vault/Minority Corporate Counsel Association Legal Diversity Career Fair
- Western Region of the National Black Law Students Association's Southern Sub-Regional Job Fair

"We believe diversity creates a rich environment where creative thinking can take root and our lawyers are better able to elevate their practice."



CRAIG BARNES
CO-CHAIR, INCLUSION AND DIVERSITY COMMITTEE
CHAIR, AFRICAN AMERICAN LAWYERS FORUM

Enriching the Environment

Over the years, there has been increasing competition for highly qualified diverse attorneys. At the same time, there has been a steady decline in the number of diverse students attending law school, despite the laudable efforts of organizations. One of Sedgwick's key initiatives has been sponsoring pipeline programs for minority high school, college and law school students. Examples include:

Posse

Posse is a college access and youth leadership development program that identifies, recruits and selects student leaders from public high schools and sends them to some of the top colleges and universities in the country. The students obtain full tuition leadership scholarships to these universities. In 2012, a former Sedgwick Posse intern in our Los Angeles office received a full tuition scholarship to Northwestern Law School. He credits his decision to apply to law school to his wonderful experience at Sedgwick. This year, Sedgwick hosted Posse interns in its Los Angeles and Chicago offices.

Girls Inc.

Girls Inc. is a nonprofit organization for underprivileged high school girls. Sedgwick partnered with Girls Inc. in 2006 to develop our own externship program in Southern California called SAGE (Summer Associate Girls Inc. Externship). SAGE helps high school girls to become strong women and pursue higher education. In 2011, we added a SAGE program to our Dallas office. This year, programs were added in the Los Angeles and San Francisco offices.

Mock Trial Diversity Program

Since 2000, Sedgwick has supported the San Francisco Bar's interscholastic competition where high school students try a hypothetical criminal case. Sedgwick participated in the bar association's recruitment efforts at additional San Francisco public schools with large populations of traditionally underrepresented communities,

14%

Percentage of minority attorneys in our partnership versus our peer group's 6.7% (The 2012-2013 NALP Directory of Legal Employers).

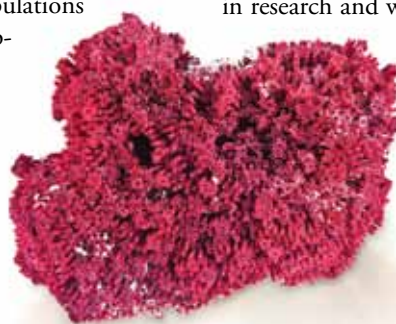
including sending experienced coaches to introduce the program. We are especially pleased that Allison Low, one of our participants from the 2003 mock trial competition, is now an associate at Sedgwick after graduating in the top of her class from the University of San Francisco School of Law.

University of Miami POP Program

In the summer of 2012, Sedgwick added an additional pipeline/internship program, the University of Miami School of Law Professional Opportunities Program (POP). POP, which is now in its 22nd year, is a program created for first-year black law students. The goal of the program is to provide opportunities for students to gain work experience while encouraging the students to remain in Florida after law school graduation. Every year, POP seeks to place students in summer legal employment positions and we will partner with them to provide internship positions to some of these students. This year, our Fort Lauderdale office hosted its first POP intern.

Caribbean Bar Association's Minority Clerkship Program

Several years ago, the Caribbean Bar Association partnered with then-Chief Judge of the Broward County Courthouse Victor Tobin to establish this program, which allows minority law students from local Florida law schools to clerk at the courthouse for six weeks, during which time they observe trials and hearings and are involved in research and writing projects. Each year, Sedgwick helps to fund the program.



“Sedgwick has fully supported our attorneys’ involvement with minority bar associations, which offer numerous opportunities to grow as a lawyer, understand issues that affect other minority lawyers and better articulate the issues diverse lawyers face in the profession.”



THOMAS DELANEY
CHAIR, HISPANIC LAWYERS FORUM



Sustaining Communities

As part of our diversity strategy, we believe it is important to contribute to our communities and support local diversity programs. Examples include:

Give Back Programs

Sedgwick Los Angeles began its “Give Back” program in the fall of 2010 by hosting a “Give Back” event that not only helped the community but engaged our attorneys, staff and clients in activities that helped socio-economically and/or ethnically diverse members of our community. To date, the “Give Backs” have been hosted by a number of Sedgwick offices and included collecting and donating food, clothing and school supplies; working at food redistribution organizations; and participating in fundraising walks/runs.

Immigration Work With KIND

Sedgwick has partnered with the University of California, Irvine School of Law and KIND (Kids in Need of Defense) to represent children who have immigrated to the United States without adult supervision, often in search of adult relatives and/or to escape drug violence. Sedgwick has been able to act as their legal representation.

Hands-On Commitment

Sedgwick proudly sponsored many organizations that support diversity in the legal profession. Examples include:

- Asian American Legal Defense Education Fund
- Asian American Bar Association
- Asian Law Caucus
- Bay Area Lawyers for Individual Freedom
- California Minority Counsel Program
- Caribbean Bar Association
- Charles Houston Bar Association
- Chicago Committee on Minorities in Large Law Firms
- Council on Legal Education Opportunities
- Garden State Equality
- Gay and Lesbian Alliance Against Defamation
- Hispanic National Bar Association
- HIV/AIDS Legal Services Agency
- Korean American Bar Association of Northern California
- Langston Bar Association
- LatinoJustice
- Lesbian & Gay Lawyers Association of Los Angeles
- Lesbian Gay Bisexual Transgender Bar Association
- Mexican American Bar Association
- Mexican American Bar Foundation
- Minority Corporate Counsel Association
- New York Hispanic Lawyers Society
- Puerto Rican Legal Defense and Education Foundation
- Orange County Inn of Court
- San Francisco La Raza Lawyers Association
- Southeast Region of the Lawyers Committee for Civil Rights Under Law
- Vietnamese American Bar Association of Northern California

Fostering Growth

Mentoring

Sedgwick’s affinity groups provide formal and informal mentorships to their members as a supplement to our formal mentorship program. In addition, many of our affinity groups host annual planning meetings that provide further opportunities for mentorship, guidance and camaraderie among group members.

Training

Our firm offers associates the opportunity to demonstrate and refine their trial advocacy skills in a courtroom setting at Sedgwick University’s Trial Academy, an intensive six-day mock trial. The majority of participants in the 2012 Sedgwick University Trial Academy were women or diverse.

“Sedgwick is a great place for women to plan their lives and their careers. We celebrate many achievements of our women clients and attorneys.”

LILLIAN STENFELDT
CHAIR, WOMEN’S FORUM



28%

Percentage of minority Sedgwick associates versus our peer group’s 20.3% (The 2012-2013 NALP Directory of Legal Employers).

Annual Diversity Retreat and Symposium

Sedgwick hosts an annual Diversity Symposium for our attorneys and clients. Each year guests gain insights on key issues surrounding diversity from a keynote speaker, followed by a panel discussion and concluding with a networking reception. This year, members of the legal community gathered in New York City for the 2012 Diversity Symposium. Our keynote speaker was Deborah Roberts of ABC News. Her presentation was followed by a panel discussion comprised of leaders in the industry on the 2004 "Call to Action" for diversity in the legal profession.

In conjunction with the Symposium, Sedgwick hosted its annual Diversity Retreat. Members of the Inclusion and Diversity Committee gathered with firm leadership to make recommendations, implement policies and set goals to ensure the recruitment, retention advancement and development of all Sedgwick attorneys, taking into account the unique issues faced in the context of maintaining a diverse and inclusive environment at Sedgwick.

"One of the greatest achievements at Sedgwick is our commitment to education and inclusion. An example of that would be Sedgwick University, a tool that we use to educate our lawyers about bias, race and gender issues, which really develops an awareness for our lawyers as a whole."

DAVID HUMISTON
CHAIR, ASIAN PACIFIC ISLANDER LAWYERS FORUM



It's the Right Thing to Do

There is a moral imperative for inclusion and diversity. Sedgwick does not rest its anchor for inclusion and diversity on shifting sands or tides but, rather, on the foundation of the moral principle that working to maintain an inclusive and diverse environment is simply the right thing to do. A democratic society can only function if all views are given an opportunity to be heard. Law firms have a unique responsibility to ensure that those views are reflected when representing clients, appearing before a jury and advancing legal arguments before the court. We believe that Sedgwick will meet this responsibility by standing at the forefront in promoting diversity and through our policy of inclusion in the recruitment, retention and advancement of our lawyers.

24%

Percentage of women partners at Sedgwick versus the national average of 19.9% (The 2012-2013 NALP Directory of Legal Employers).

Any environment can only be successful when it is based on a thriving collection of diverse members. At Sedgwick, we recognize that a successful law firm is dependent upon the contributions of diverse attorneys who can offer clients the benefit of their different backgrounds and perspectives. Promoting and preserving a diverse and inclusive environment is our priority.



“Diversity in the workforce leads to a better work product and thinking process. I am a better attorney because I have diversity around me – not just gender, ethnicity and sexual orientation, but also age, geography and life experience. It’s that different perspective each member of the team presents, which provides a broader, more inclusive view to any legal case.”

JIM HOLMES
CHAIR, LESBIAN GAY BISEXUAL AND
TRANSGENDER ACTION COMMITTEE



About Sedgwick

Our firm provides counseling, risk management, litigation management, trial, appellate and transactional legal services to sophisticated corporate clients. Working from 15 offices throughout North America and Europe, our more than 370 attorneys offer clients a local presence with an international reach. Sedgwick is large enough to handle the most complex cases while retaining the hands-on client service approach of a smaller firm.

AUSTIN
BERMUDA*
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DALLAS
FORT LAUDERDALE
HOUSTON
LONDON
LOS ANGELES
NEW YORK
NEWARK
ORANGE COUNTY
PARIS
SAN FRANCISCO
SEATTLE
WASHINGTON D.C.
*Associated office